

SALARY TABLE 2020-SD
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.77%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 3.37%
EFFECTIVE JANUARY 2020

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.15	\$ 12.56	\$ 12.96	\$ 13.37	\$ 13.77	\$ 14.01	\$ 14.40	\$ 14.81	\$ 14.82	\$ 15.20
	O	18.23	18.84	19.44	20.06	20.66	21.02	21.60	22.22	22.23	22.80
2	B	13.66	13.99	14.44	14.82	14.99	15.43	15.87	16.31	16.75	17.19
	O	20.49	20.99	21.66	22.23	22.49	23.15	23.81	24.47	25.13	25.79
3	B	14.91	15.41	15.90	16.40	16.90	17.39	17.89	18.39	18.88	19.38
	O	22.37	23.12	23.85	24.60	25.35	26.09	26.84	27.59	28.32	29.07
4	B	16.74	17.29	17.85	18.41	18.97	19.52	20.08	20.64	21.20	21.76
	O	25.11	25.94	26.78	27.62	28.46	29.28	30.12	30.96	31.80	32.64
5	B	18.72	19.35	19.97	20.60	21.22	21.85	22.47	23.09	23.72	24.34
	O	28.08	29.03	29.96	30.90	31.83	32.78	33.71	34.64	35.58	36.51
6	B	20.87	21.57	22.26	22.96	23.66	24.35	25.05	25.74	26.44	27.13
	O	31.31	32.36	33.39	34.44	35.49	36.53	37.58	38.61	39.66	40.70
7	B	23.19	23.97	24.74	25.51	26.29	27.06	27.83	28.60	29.38	30.15
	O	34.79	35.96	37.11	38.27	39.44	40.59	41.75	42.90	44.07	45.23
8	B	25.69	26.54	27.40	28.26	29.11	29.97	30.82	31.68	32.54	33.39
	O	38.54	39.81	41.10	42.39	43.67	44.96	46.23	46.86	46.86	46.86
9	B	28.37	29.32	30.26	31.21	32.15	33.10	34.05	34.99	35.94	36.88
	O	42.56	43.98	45.39	46.82	46.86	46.86	46.86	46.86	46.86	46.86
10	B	31.24	32.28	33.33	34.37	35.41	36.45	37.49	38.53	39.57	40.62
	O	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86
11	B	34.33	35.47	36.61	37.76	38.90	40.05	41.19	42.33	43.48	44.62
	O	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86
12	B	41.14	42.51	43.89	45.26	46.63	48.00	49.37	50.74	52.12	53.49
	O	46.86	46.86	46.86	46.86	46.86	48.00	49.37	50.74	52.12	53.49
13	B	48.92	50.55	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
	O	48.92	50.55	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
14	B	57.81	59.74	61.67	63.59	65.52	67.45	69.38	71.30	73.23	75.16
	O	57.81	59.74	61.67	63.59	65.52	67.45	69.38	71.30	73.23	75.16
15	B	68.00	70.27	72.54	74.81	77.07	79.34	81.61	81.84	81.84	81.84
	O	68.00	70.27	72.54	74.81	77.07	79.34	81.61	81.84	81.84	81.84

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>